


## MEMORANDUM

April 18, 2013

TO: Government Operations and Fiscal Policy Committee

FROM: Stephen B. Farber, Council Staff Director 

SUBJECT: Update of Pay Changes since FY04: Montgomery County and Bi-County Agencies, Other Regional Local Governments and School Systems, the State, and the Federal Government

The attached tables, prepared by Legislative Attorney Amanda Mihill, update the annual pay changes since FY04 for the County and Bi-County agencies, other regional local governments and school systems, the State, and the Federal Government. OLO developed the format in 1994. Data are updated here for FY14 recommended.

The tables place pay changes in four categories:

- Increments (or step increases) provided to employees not at top of grade;
- General wage adjustments (COLAs);
- Lump-sum payments; and
- Adjustments made to the top of salary ranges.

An index to the tables is on the next page. When reviewing the tables, please keep in mind the following points about the format and content of the data provided:

1. For FY04-13, the tables report the pay changes that were actually implemented.
2. A hyphen (-) indicates that there was no change to that component of pay in that year. A blank space indicates that the information was not available.
3. For the Montgomery County and Bi-County agencies, the tables include increment amounts by bargaining unit. For units that have a variable as opposed to a fixed increment amount, the table reports the weighted average received by employees that year unless otherwise indicated.
4. For the non-Montgomery County jurisdictions, we have again attempted to provide more specific information on increments or steps, despite the diverse approaches to providing them. Where such information was not available, "Yes" indicates that increments were provided; a hyphen indicates that increments were not provided.
5. For the non-Montgomery County jurisdictions, a notation under the title indicates whether compensation is subject to collective bargaining.

Thanks are due once again this year to the budget and human resources staff of the five County and Bi-County agencies and our neighboring jurisdictions for their contributions to this compilation of data.

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# MONTGOMERY COUNTY GOVERNMENT

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b><u>Police (FOP)</u></b>											
Increment	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	0.0%	0.0%	0.0%	3.5%(w)
General adjustment (COLA)	2.0%	2.0%(c)	2.75%	(i)	-	4.0%	0.0%	0.0%	0.0%	0.0%	2.1%(x)
Lump-sum payment	-	-	-	-	-	-	-	-	-	(r)	-
Top of range adjustment	-	(d)	-	-	-	-	-	-	-	-	-
Longevity	-	-	(g)	-	(k)	-	-	-	-	(s)	(s)
<b><u>Fire (IAFF)</u></b>											
Increment	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	0.0%	0.0%	0.0%	3.5%
General adjustment (COLA)	3.5%	3.5%	(h)	(j)	5.0%	2%+2%(o)	0.0%	0.0%	0.0%	0.0%	2.75%(y)
Lump-sum payment	-	-	-	-	-	-	-	-	-	(r)	-
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	-
Longevity	(a)	(a)	-	-	-	-	(p)	-	-	(t)	(t)
<b><u>Office, Professional, and Technical Bargaining Unit/Service, Labor, and Trade Bargaining Unit (MCGEO)</u></b>											
Increment	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	0.0%	0.0%	0.0%	3.5%
General adjustment (COLA)	3.75%(b)	2.0%(c)	2.75%	(i)	4.0%	4.5%	0.0%	0.0%	0.0%	0.0%	3.25%(z)
Lump-sum payment	-	-	-	-	-	-	-	-	-	(r)	0.5%(aa)
Top of range adjustment	-	(e)	-	-	(l)	-	(q)	-	-	-	-
Longevity										(u)	(u)
<b><u>Non-Represented</u></b>											
Increment	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	0.0%	0.0%	0.0%	3.5%
General adjustment (COLA)	2.0%	2.0%(c)	2.75%	(i)	4.0%	4.5%	0.0%	0.0%	0.0%	0.0%	3.25%(z)
Lump-sum payment	-	-	(m)	(m)	(m)	(m)	-	-	-	(r) (v)	0.5%(aa)
Top of range adjustment	-	(f)	(n)	(n)	(n)	(n)	-	-	-	-	-
Longevity										(n)	(n)

(a) Pay plan adjustment equal to 3.5%.

(b) Effective 11/30/03.

(c) Effective 9/5/04.

(d) Return to uniform pay plan starting 1/9/05 for unit members with 20 years of completed service.

(e) Starting 1/9/05 employees who have completed 20 years of service and are at the maximum of their pay grade will receive a longevity increment of 2%.

(f) Range expansion of 1.75%, 3.75% for employees in the Management Leadership Service.

(g) Effective 1/8/06 current min/max salary schedule will be converted to a matrix based step schedule.

(h) 3% effective 7/10/05; 1% effective 1/8/06.

(i) 3.0% effective 7/9/06; 1.0% effective 1/7/07.

(j) 4.0% effective 7/9/06; 1.0% effective 1/7/07.

(k) Increase wage rate of Step 0, Year 1, by \$3,151 with promotions and increments calculated from that point. Equals an adjustment of 7.5%.

- (l) Increase longevity percentage by 1.0%, effective 1/6/08.
- (m) Performance lump sum award: 2% for exceptional and 1% for highly successful.
- (n) One-time longevity/performance increment requires 20 years of service and 2 most recent years with a performance rating of exceptional or highly successful: 1% added to base pay, and effective 1/7/07, 2% added to base pay.
- (o) 2.0% effective 7/6/08; 2.0% effective 1/4/09.
- (p) A new longevity adjustment at 28 years of service in July 2009 and additional steps on the salary in July 2010.
- (q) 3.0% longevity increase.
- (r) \$2,000 lump sum payment to employees who completed probationary period by July 1, 2012.
- (s) 3.5% longevity for FOP bargaining unit members who completed 20 years of service
- (t) 3.5% longevity increase for IAFF bargaining unit members who completed 20 years of service and 7% longevity increase for IAFF bargaining unit members who completed 28 years of service.
- (u) 3% longevity for OPT/SLT (MCGEO) bargaining unit members who completed 20 years of service and at maximum of grade.
- (v) MLS receive \$2,000 or 2% of salary (whichever is greater). Public Safety Management (Police, Fire, Corrections, and Sheriffs) will receive \$2,000 lump sum payment.
- (w) FOP members whose service increment was deferred during FY11, FY12, and/or FY13, and who were otherwise eligible, receive a salary adjustment of 1.75% effective the first full pay period following February 1, 2014.
- (x) GWA effective July 14, 2013.
- (y) IAFF members who were eligible but who missed an FY11 service increment will receive it during the pay period beginning April 6, 2014.
- (z) GWA effective September 8, 2013.
- (aa) 0.5% lump sum bonus given July 14, 2013 for employees at the max of their pay grade.



# MONTGOMERY COUNTY PUBLIC SCHOOLS

REC

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14
<b>Teachers (MCEA)</b>											
Increment	1.5-3.9%	1.5-3.9%	1.5-3.9%	1.5-3.9%	1.5-3.9%	1.5-3.9%	1.5-3.9%	0.0%	0.0%	1.5-3.9%	1.5-3.9%
Increment-weighted average (a)	1.9%	1.9%	2.0%	1.9%	2.2%	2.3%	2.1%	0.0%(n)	0.0% (n)	2.7%(p)	1.3%(q)
Negotiated salary schedule increase	4.0% (c)	2.0%	2.75%	4.0%(i)	4.8%(j)	5.0%(k)	0.0%(m)	0.0%(n)	0.0% (n)	0.0%(o)	0.0%(o)
Lump-sum payment (b)	-	-	-	-	-	-	-	-	-	2.0%	2.0%
Top of range adjustment (f)	-	-	-	-	-	-	-	-	-	-	-
<b>Admin. and Supervisory Personnel (MCAAP)</b>											
Increment	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	0.0%	0.0%	3.0%	3.0%
Increment-weighted average (a)	0.8%	0.9%	1.1%	0.9%	1.1%	1.2%	1.1%	0.0% (n)	0.0% (n)	1.4%(p)	2.0%(q)
Negotiated salary schedule increase	3.0% (d)	2.0%(g)	2.0%(h)	4.0%(i)	4.8%(j)	5.0%(k)	0.0%(m)	0.0% (n)	0.0% (n)	0.0%(o)	0.0%(o)
Lump-sum payment (b)	-	-	-	-	-	-	-	-	-	2.0%	2.0%
Top of range adjustment (f)	-	-	-	-	-	-	-	-	-	-	-
<b>Business and Operations Administrators (MCBOA)</b>											
Increment						(l)	3.0%	0.0%	0.0%	3.0%	3.0%
Increment-weighted average (a)						(l)	1.6%	0.0% (n)	0.0% (n)	2.7%(p)	2.5%(q)
Negotiated salary schedule increase						(l)	0.0%(m)	0.0% (n)	0.0% (n)	0.0%(o)	0.0%(o)
Lump-sum payment (b)						(l)	-	-	-	2.0%	2.0%
Top of range adjustment (f)							-	-	-	-	-
<b>Supporting Services Employees (SEIU Local 500)</b>											
Increment	1.6-5.6%	1.6-5.6%	1.6-5.6%	1.9-5.6%	1.9-5.6%	1.9-5.5%	1.9-5.5%	0.0%	0.0%	1.9-5.5%	1.9-5.5%
Increment-weighted average (a)	1.9%	1.8%	1.9%	1.6%	1.9%	1.8%	1.7%	0.0% (n)	0.0% (n)	2.6%(p)	1.2%(q)
Negotiated salary schedule increase	3.0% (e)	2.0%	2.75%	4.0%(i)	4.8%(j)	5.0%(k)	0.0%(m)	0.0% (n)	0.0% (n)	0.0%(o)	0.0%(o)
Lump-sum payment (b)	-	-	-	-	-	-	-	-	-	2.0%	2.0%
Top of range adjustment (f)	-	-	-	-	-	-	-	-	-	-	-
<b>Non-Represented</b>	All non-represented employees (except 19 nonscheduled Executive staff, Board staff, and chief negotiator positions) receive the same increments and other salary adjustments as the bargaining units for which these positions are covered.										
Increment											
Negotiated salary schedule increase											
Lump-sum payment											
Top of range adjustment											

- (a) The number provided in the chart represents the weighted average step increase received by eligible employees without longevities and employee benefits. It is based on the number of employees who receive a step increase at various points (anniversary dates) in the year. An average annual cost of the salary increments is used for this analysis.
- (b) For FY 2013 and FY 2014, employees who are at the top of the grade and will receive no step or longevity increase will receive a 2.0% increase.
- (c) For FY 2003 and FY 2004, the negotiated agreement with MCEA provided for an average increase in the salary schedule of 4.0%. Two more days were added to the work year for 10-month employees for an equivalent of an additional 1.0% applied to the salary schedule for a net increase of 5.0% for each year. The FY 2004 negotiated agreement with MCEA provided for a salary schedule increase of 4.0% implemented on 10/31/03 for 12-month members and 12/1/03, for 10-month unit members, resulting in a 3.66% salary impact. See footnotes i,j,k,m,n,o for data for FY 2007 – FY 2014.
- (d) For FY 2004, the negotiated agreement with MCAAP provided for a salary schedule increase of 3.0% implemented on 10/7/03, for 12-month members, and 11/8/03 for 11-month assistant school administrators, resulting in a 1.87% salary impact.

- (e) For FY 2004, the negotiated agreement with SEIU Local 500 provided for a salary schedule increase of 3.0% implement on 10/7/03 for 12- month members, and on 11/8/03 for all other unit members, resulting in a 2.05% salary impact.
- (f) Longevities for each of the separate bargaining units are as follows:
  - 1. MCEA – Employees who have completed six or more years on step 19 of any salary lane on the salary schedule will receive an increase of 2.25%. No longevities were paid in FY 2011 or FY 2012. In FY 2013, eligible employees received longevity payments and FY 2011 and FY 2012 make up longevity payments also where provided. In FY 2014, longevity payments will be provided on February 8, 2014.
  - 2. MCAAP - Effective October 1, 2004, the MCAAP contract provided for an annual longevity supplement of \$1,500 for each unit member who completed 10 or more years of service. Effective December 1, 2006, the contract was changed to provide a longevity supplement of \$1,500 for each unit member who completed 5 or more years of service. No longevities were paid in FY 2011 or FY 2012. In FY 2013, eligible employees received longevity payments and FY 2011 and FY 2012 make up longevity payments also where provided. In FY 2014, longevity payments will be provided on February 8, 2014 or the longevity anniversary date, whichever is later.
  - 3. MCBOA – Unit members receive a \$1,500 longevity increase at 5, 10, and 15 years of service. No longevities were paid in FY 2011 or FY 2012. In FY 2013, eligible employees received longevity payments and FY 2011 and FY 2012 make up longevity payments also where provided. In FY 2014, longevity payments will be provided on February 8, 2014 or the longevity anniversary date, whichever is later.
  - 4. SEIU – Unit members receive a one-grade increase on the salary schedule at 10, 14, and 18 years of service. In addition, employees with 22 years of service receive a \$200 increase. No longevities were paid in FY 2011 or FY 2012. In FY 2013, eligible employees received longevity payments and FY 2011 and FY 2012 make up longevity payments also where provided. In FY 2014, longevity payments will be provided on the employee's longevity anniversary date.
- (g) For FY 2005, the negotiated agreement with MCAAP provided for a salary schedule increase of 2.0% implemented on 10/2/04 for 12-month members and on 11/13/04 for 11-month assistant school administrators resulting in a 1.49% salary impact.
- (h) For FY 2006, the negotiated agreement with MCAAP provided for a 2% salary schedule increase and salary scale adjustments equivalent to an average of an additional 0.75%.
- (i) For FY 2007, the negotiated agreement with MCEA and SEIU Local 500 provided for a salary schedule increase of 3.0% on 7/1/06 and an additional 1.0% effective mid-year, resulting in a 3.5% salary impact. The negotiated agreement with MCAAP provided for a salary schedule increase of 4.0% and scale adjustments effective 11/1/06 resulting in a 3.5% average salary impact.
- (j) For FY 2008, the negotiated agreement with MCEA, MCAAP, and SEIU Local 500 provided for a 4.8% salary schedule increase and other compensation changes equivalent to an average of an additional 0.2% for a total of 5.0%.
- (k) For FY 2009, the negotiated agreement with MCEA, MCAAP, and SEIU Local 500 provided for a 5.0% salary schedule increase.
- (l) In calendar year 2008, the BOE approved the formation of a fourth bargaining unit - The Montgomery County Business and Operations Administrators (MCBOA). In FY 2009, the compensation for these employees was included in the SEIU salary numbers.
- (m) The 2008-2010 contracts with MCAAP, MCBOA, MCEA, and SEIU Local 500 included, for FY 2010, a 5.3% COLA and other salary-related improvements. Due to the fiscal situation, no COLA was provided in FY 2010.
- (n) Due to the fiscal situation in FY 2011 and FY 2012, no COLA or increments were awarded.
- (o) For FY 2013 and FY 2014, there is no provision for a COLA.
- (p) In FY 2013, all eligible employees received a step increase on July 1, 2012. In addition, a make-up step representing the FY 2011 step increase that was not provided for in FY 2011 will be provided to eligible employees on May 4, 2013. The amount budgeted to cover both these step increases in FY 2013 is included in the increment-weighted average calculation by union for FY 2013.
- (q) For FY 2014, all eligible employees will receive a step increase beginning February 8, 2014. The increment-weighted average calculation by union in the FY 2014 column includes both the annualized budgeted amount of the May 4 step increase to be paid in FY 2014 plus the cost of the February 8, 2014 step increase.

# MONTGOMERY COLLEGE

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Faculty (AAUP)</b>								(h)			
Increment	\$1,167	-	-	-	-	-	-	-	-	-	3.5%
General adjustment (COLA)	3.625%(a)	1.6%	2.75%	3.75%	5.3%	5.5%	-	-	-	-	2.25%
Lump-sum payment	-	\$1,879	\$1,931	\$2,019	\$2,125	\$2,242	\$2,372(g)	-	2.0%(k)	-	-
Top of range adjustment	(b)	1.6%(d)	2.75%(e)	3.75%(f)	5.3%	5.5%	-	-	-	-	3.0%
<b>Administrators</b>	2.5%-	3.65%-	4.75%-	3.75%	4.75%-	4.75%-		(i)			0.0%-
Increment	4.25%	4.15%	5.5%	6.5%	7.5%	7.0%	0%	-	-	-	5.5%(l)
General adjustment (COLA)	-	-	-	-	-	-	-	-	-	-	2.25%
Lump-sum payment	(c)	-	-	-	-	-	-	-	2.0%(k)	-	-
Top of range adjustment	3.6%	2%	2.75%	3.75%	4.75%	5.0%	-	-	-	-	3.0%
<b>Staff - Non-Bargaining and Bargaining</b>								(j)			
Increment	2.0%	3.25%	2.75%	2.75%	3.0%	3.0%	3.0%	-	-	-	3.5%
General adjustment (COLA)	3.6%(a)	2.0%	2.75%	3.75%	4.75%	5.0%	-	-	-	-	2.25%
Lump-sum payment	-	-	-	-	-	-	\$500(g)	-	2.0% (k)	-	-
Top of range adjustment	3.6%	2.0%	2.75%	3.75%	4.75%	5.0%	-	-	-	-	3.0%

(a) Delayed by 4.6 months of fiscal year.

(b) Not to exceed \$79,090.

(c) Up to \$2,000 based on performance for those at top of range.

(d) Not to exceed \$80,355 or \$81,955 for those eligible for a one-time longevity increase.

(e) Not to exceed \$82,565 or \$84,165 for those eligible for a one-time longevity increase.

(f) Not to exceed \$85,661 or \$87,261 for those eligible for a one-time longevity increase. COLA – 3% effective 7/1/06 plus 1.5% effective 1/1/07.

(g) Staff- lump sum one-time payment of \$500 for employees at top of scale; faculty – lump sum one-time payment ranging from \$500-1,000 depending on salary; base pay increase of \$2,372 is delayed until October 23, 2009.

(h) Faculty furloughed 3 days based on academic year calendar (equivalent to 4 staff days).

(i) Administrators furloughed 8 days.

(j) Staff furloughed 4 days below grade N; 8 days grade N and above.

(k) One-time payment of the greater of \$2,000 or 2%. This is not added to base pay.

(l) Administrators may receive between a 0.0% and 5.5% pay for performance bonus in lieu of an increment. This is not added to base pay.

**MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**

	<b>FY04</b>	<b>FY05</b>	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>	<b>FY10</b>	<b>FY11</b>	<b>FY12</b>	<b>FY13</b>	<b>REC FY14</b>
<b>Non-Represented</b>											
Increment	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	0.0%	0.0%	0.0%	(g)
General adjustment (COLA) (effective date)	2.5% (9/03)	2.7% (7/04)	2.8% (7/05)	3.0%	3.25% (7/07)	3.25% (7/08)	0.0%	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-	-	-	\$2,000	
Top of range adjustment	-	-	-	7.0%	-	-	(e)	-	-	-	
<b>Service/Labor, Trades, and Office/Clerical Bargaining Units (MCGEO, Local 1994)</b>											
Increment	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	\$780(f)	0.0%	0.0%	0.0%	(g)
General adjustment (COLA) (effective date)	2.5% (9/03)	2.7% (7/04)	2.8% (7/05)	3.0%	3.25%	3.25%	\$640(f)	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-	-	-	\$2,000	
Top of range adjustment	-	-	-	3.5%	3.5%	-	-	-	-	-	
<b>Park Police (FOP, Lodge 30)</b>											
Increment	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	0.0%	0.0%	0.0%	(g)
General adjustment (COLA) (effective date)	2.75% (4/04)	2.5%(a)	3.5%(b)	4.5%(c)	4.5%(d)	3.25% (7/08)	3.75% (7/09)	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-	-	-	\$2,000	
Top of range adjustment	-	(a)	-	-	-	-	-	-	-	-	

- (a) 2.5% COLA for officers below the rank of Sergeant effective 5/05. Sergeants were granted a 5.0% COLA effective 5/05. One new step (2.5%) added for Sergeants (P05) only.
- (b) 2.5% COLA effective 7/05. Plus additional 1% COLA provided 4/06 in exchange for officers paying 100% of Long Term Disability premiums.
- (c) 3.5% COLA effective 7/06 plus additional 1% COLA effective 7/06 in exchange for officers paying 100% of Long Term Disability premiums.
- (d) 3.5% COLA effective 7/07 plus an additional 1% COLA increase effective 7/07 in exchange for officers paying 100% of Long Term Disability premiums.
- (e) 3.75% range adjustment for Park Police Command Staff.
- (f) FY10: replacing a normal COLA and merit, a \$1,420 (pro-rated) wage adjustment instead was provided to each MCGEO member (applied up to, but not beyond the top of the grade), effective first pay period following July 1, 2009. Of the \$1,420, \$640 is distributed to every MCGEO member, and the rest \$780 (maximum assuming satisfactory performance rating) was pro-rated based on anniversary date and adjusted based on performance rating.
- (g) Compensation is unknown at this time and is subject to current labor negotiations with MCGEO and the FOP. The two County Councils will be determining whether to fund the Commission's proposed FY14 compensation at the May joint Council meeting.

# WASHINGTON SUBURBAN SANITARY COMMISSION

	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>AFSCME</b>										
Merit pay adjustment (a)	3.5%(b)(d)	3.5%(b)(d)	3.5%(b)(d)	3.5%(b)(d)	3.0%(b)(d)	3.0%(b)(d)	3.0%(b)(d)	3.0%(b)(d)	3.0%(b)(d)	TBD (f)
General adjustment (COLA)	2.0%	2.0%	3.5%	3.75%	3.5%	0.0%	0.0%	2.0%(e)	2.0%(e)	
Lump-sum payment	-	-	-	-	-	-	-	-	-	
Top of range adjustment	-	-	-	-	-	-	-	-	-	
<b>Non-Represented</b>										
Merit pay adjustment (a)	3.5%(b)(d)	3.5%(b)(d)	3.5%(b)(d)	3.5%(b)(d)	3.0%(b)(d)	3.0%(b)(d)	0.0%	0.0%	3.0%(d)	TBD (f)
General adjustment (COLA)	2.0%	2.0%	3.5%	3.75%	3.5%	0.0%	0.0%	0.0%	2.0%(e)	
Lump-sum payment	-	-	-	-	-	-	-	-	-	
Top of range adjustment	-	-	-	-	-	-	-	-	-	

- (a) WSSC has a performance based merit pay system. Adjustments to base pay are based upon annual employee evaluations. In FY09, a new Performance Management System applies to all employees except those reporting directly to the Commissioners or in a bargaining unit. A rating of 3.0 and above will result in a corresponding percentage pay increase. A rating below 3.0 will result in a Performance Improvement Plan (PIP). Employees rated below a 2.0 numerical rating or employees who do not successfully complete their PIP are subject to release.

The merit pay salary adjustments associated with each performance rating category FY94-FY08 were:

	<u>FY94</u>	<u>FY95</u>	<u>FY96</u>	<u>FY97</u>	<u>FY98</u>	<u>FY99</u>	<u>FY00</u>	<u>FY01</u>	<u>FY02</u>	<u>FY03</u>	<u>FY04</u>	<u>FY05</u>	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>
Superior	5.0%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	0.0%	4.5%	4.5%	4.5%	4.5%	4.5%
Commendable	-	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	0.0%	4.0%	4.0%	4.0%	4.0%	4.0%
Fully satisfactory	4.0%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	0.0%	3.5%	3.5%	3.5%	3.5%	3.5%
Needs improvement	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unsatisfactory	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

- (b) Merit pay adjustment was replaced with skill-based compensation for some bargaining unit employees in FY02.
- (c) General adjustment (COLA) was effective October 2003 when COLAs and merit increases were no longer limited by State Law.
- (d) Employees at grade maximum who receive above average evaluations may receive a onetime cash payment.
- (e) Contract ratified by the union and approved by the Commission includes a 2.0% COLA for represented employees.
- (f) Salary enhancements to be determined by the Montgomery and Prince George's Counties during the FY14 budget approval process. There is a pool of \$3.4 million for salary enhancements. The specific use of these funds will be determined as the two Counties make decisions about salary enhancements for their employees.

**ALEXANDRIA CITY GOVERNMENT**  
**(Compensation not subject to collective bargaining)**

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11(c)	FY12(d)	FY13	REC FY14
<b>Police</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	2.3-5.0%	2.3%-5.0%	2.3%-5.0%
General adjustment (COLA)	2.0%	2.0%	2.0%	3.0%	1.5%	-	-	-	-	-	-
Lump-sum payment	-	-	-	-	-	(b)	-	-	-	Yes(e)	Yes (g)
Top of range adjustment	-	-	Yes	-	-	-	-	Yes	-	-	-
<b>Fire</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	2.3-5.0%	2.3%-5.0%	2.3%-5.0%
General adjustment (COLA)	2.0%	2.0%	2.0%	3.0%	1.5%	-	-	-	-	-	-
Lump-sum payment	-	-	-	-	-	(b)	-	-	-	Yes(e)	Yes (g)
Top of range adjustment	-	-	Yes	-	-	-	-	Yes	-	-	-
<b>All Employees</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	2.3-5.0%	2.3%-5.0%	2.3%-5.0%
General adjustment (COLA)	2.0%	2.0%	2.0%	3.0%(a)	1.5%	-	-	-	-	-	-
Lump-sum payment	-	-	-	-	-	(b)	-	-	-	Yes(f)	Yes (g)
Top of range adjustment	-	-	Yes	-	-	-	-	Yes	-	-	-

(a) In FY07 City employees on the **General pay scale** received a 2.0% market rate adjustment effective July 1, 2006.

(b) In FY09 eligible City employees received a **one-time pay supplement** of \$500 and employees at the top of their grade with a **one-time** 2% pay supplement.

(c) In FY11 general and public safety pay scale added an additional step, "Q".

(d) In FY12, general and public safety pay scale added an additional step, "R".

(e) In FY13, a 2.3% one-time pay supplement was given to sworn public safety employees at the top of their grade if warranted by performance.

(f) In FY13, the two lowest steps were eliminated in the general scale and a new step (2.3%) was added to the top of the scale.

(g) In FY14, it is proposed that all employees at the top of their grade will receive a one-time pay supplement of 2.3% of base salary on their anniversary date if they receive a satisfactory performance evaluation.



**ANNE ARUNDEL COUNTY GOVERNMENT**  
(Compensation subject to collective bargaining)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Police</b>											
Increment (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes(h)	No	No	No	TBD
General adjustment (COLA)	0.0%	2.0%(d)	2.0%	3.0%	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	
Top of range adjustment	-	Yes(11.1%)	Yes	Yes	8.0%	8.0%	3.0%	No	No	No	
<b>Fire</b>											
Increment (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes(i)	No	No	5%(k)	TBD
General adjustment (COLA)	0.0%	2.0%(d)	2.0%	2.0%	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	
Top of range adjustment	-	Yes	Yes	Yes	8.15%	8.15%	5%	No	No	5%	
<b>Other</b>											
Increment (a)	(b)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	TBD
General adjustment (COLA)	(c)	2.0%	3.0%(e)	2.0%	2.0%,1.0%(f)	2.0%,1.0%(f)	0.0%	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-(j)	-(j)	-(j)	-	
Top of range adjustment	-	Yes	Yes	Yes	Yes(g)	Yes(g)	3.0%	No	No	No	
<b>Non-Represented</b>											
Increment (a)	No	0.0% - 4.5%	0.0% - 4.5%	Yes	Yes	5.0%	No	No	No	No	TBD
General adjustment (COLA)	0.0%	2.0%	3.0%	3.0%	2.0%,1.0%(f)	3.0%	0.0%	0.0%	0.0%	0.0%	
Lump-sum payment	-	Yes	Yes	-	-	-	-(j)	-(j)	-(j)	-	
Top of range adjustment	-	5.0%	4.0%	Yes	Yes	6.13%	No	No	No	No	

Top of range adjustments are equivalent to COLA identified unless otherwise footnoted.

(a) Merit increases are performance based and determined through the use of employee evaluations.

(b) Movement through range based on pay for performance. Maximum base pay adjustment limited to 10%.

(c) Clerical union will receive 2% across the board increase. Labor and trades union will receive 3% across the board increase.

(d) Labor and trades union will add 1% to max step effective 4/3/03.

(e) COLA added 1/4/03.

(f) Scale adjusted by COLA amount.

(b) Clerical union currently in negotiations but if no agreement is reached will be denied merits. Labor and trades union has one year remaining on contract and will get merit increases.

(c) Clerical union currently in negotiations but if no agreement is reached will be denied COLA. Labor and trades union has one year remaining on contract and will receive 3% COLA.

(d) COLA provided on 1/13/05.

(e) Effective 7/14/05 a 2% COLA and effective 4/6/06 a 1% COLA was provided.

(f) Across the board increases provided as follows: 2% first pay period in July, and additional 1% first pay period in January.

(g) Maximum pay rate increases as follows: 2% first pay period in July, 1% first pay period in January, and additional 1% first pay period in April.

(h) Merit amount negotiated at 3%.

(i) Merit amount renegotiated and reduced to 3%.

(j) FY11 and FY12, both Non-represented and Other (Clerical and Labor & Trades unions) were required to take 12 furlough days. No furloughs proposed for FY13.

(k) Fire union is in arbitration. County's position is 5% adjustment in pay will be made if union accepts increase in work hours.



**ARLINGTON COUNTY GOVERNMENT**  
**(Compensation not subject to collective bargaining)**

	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11(h)	FY12	FY13	REC FY14
<b>Police</b>												
Increment	3.0%(a)	3.0%(a)	3.0%	3.0%	3.0%	3.0%	3.0%	0.0%	2.5%	2.5%	2.5%	3.57%(k)
General adjustment (COLA)	2.75%	1.00 %	2.0%	2.0%	2.0%	1.5%	0.0%	1.0% (g)	0.0%	0.0%	0.0%	0.0%
Lump-sum payment	-	1.00%(b)	-	-	-	-	-	-	2% (h)	1.0% (i)	-	-
Top of range adjustment	-	-	(c)	(d)	-	(f)	-	-	-	-	-	(j)
<b>Fire</b>												
Increment	3.0%(a)	3.0%(a)	3.0%	3.0%	3.0%	TBD	3.0%	0.0%	2.5%	2.5%	2.5%	3.43%(m)
General adjustment (COLA)	2.75%	1.00%	2.0%	2.0%	2.0%	(e)	0.0%	1.0% (g)	0.0%	0.0%	0.0%	0.0%
Lump-sum payment	-	1.00%(b)	-	-	-	-	-	-	2%(h)	1.0% (i)	-	-
Top of range adjustment	-	-	(c)	(d)	-	(f)	-	-	-	-	-	(l)
<b>Other Employees</b>												
Increment	3.0%(a)	3.0%(a)	3.0%	3.0%	3.0%	TBD	3.0%	0.0%	2.5%	2.5%	2.5%	2.8%
General adjustment (COLA)	2.75%	1.00%	2.0%	2.0%	2.0%	(e)	0.0%	1.0% (g)	0.0%	0.0%	0.0%	0.0%
Lump-sum payment	-	1.00%(b)	-	-	-	-	-	-	2.0%(h)	1.0% (i)	-	-
Top of range adjustment	-	-	(c)	(d)	-	(f)	-	-	-	-	-	-

- (a) The average increment is 3.0%. Steps 1-5 receive a 4.1% increment, steps 6-10 receive a 3.3% increment, and steps 10-17 receive a 2.3% increment. All steps are now annual steps.
- (b) Employees would receive a one-time lump sum payment at the end of the year equal to 1% of their earned base income for calendar year 2003.
- (c) Expanded the pay plan by one additional step (step 18)
- (d) The County Manager has announced this will be a transition year with a view to going to a pay-for-performance system next year. This year the general adjustment (market payline adjustment) will only be given to those employees performing satisfactorily. In addition, top performers can be rewarded with an additional 1% increase.
- (e) Budget projection includes 0.0%.
- (f) Not pursuing footnote (d) any longer.
- (g) The County Board approved a 1% market pay adjustment for permanent employees effective January 1, 2010.
- (h) The FY11 Adopted Budget included funding for step increases as well as a 2% lump sum payment for employees who had been at the top of their pay grade for at least one year. The average increment is 2.5%. Step values are still the same: Step 1-5 are 4.1% increment; steps 6-10 are 3.3% increment, and steps 10-18 are 2.3% increment.
- (i) The FY12 Adopted budget included funding for step increases as well as a 1% lump sum payment for employees who had been at the top of their pay grade for at least one year.
- (j) Transitioned to new Police pay scale, separate from general pay scale. Police pay scale dropped all steps and replaced with open ranges within grades.
- (k) Increases within open ranges are 4.5% for first increase and 3.5% for each increase thereafter. Average increment increase calculated with 15 years of increases, which is the approximate length of time to reach maximum of range from minimum.
- (l) Transitioned to new Fire pay scale, separate from general pay scale. Fire pay scale replaced 18 step scale with 16 step scale.
- (m) Step increases are 4.5% for step 1 and 3.36% for all increases between step 2 and step 16.

**BALTIMORE COUNTY GOVERNMENT**  
**(Compensation subject to collective bargaining)**

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Police (FOP)</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	TBD	
General adjustment (COLA)	-	5.0%(b)	(d)	(f)	2.5%	-	2% (on Jan 1)	-	-		
Lump-sum payment	-	-	-	-	-	-	-	-	-		
Top of range adjustment	-	-	-	-	(h)	-	-	-	-		
<b>Fire</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	TBD	
General adjustment (COLA)	(a)	4.5%(c)	(e)	(g)	3.0%	-	2% (on Jan 1)	-	-		
Lump-sum payment	-	-	-	-	-	-	-	-	-		
Top of range adjustment	-	-	-	-	(i)	-	-	-	-		
<b>Other Employees</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	TBD	
General adjustment (COLA)	-	2.25%	3.0%	3.0%	3%	-	2% (on Jan 1)	-	-		
Lump-sum payment	-	-	-	-	-	-	-	-	-		
Top of range adjustment	-	-	-	-	-	-	-	-	-		

(a) No COLA, but conceded premium pay in order to purchase a 5% midyear increase.

(b) &2,500 increase on 1/1/04 and 13th year longevity step

(c) \$1,100 increase on 7/1/04 and \$1,100 increase on 6/30/05

(d) \$2,000 increase on 1/1/06 and 11th year longevity (equivalent to 6.3%).

(e) \$1,900 increase on 7/1/05 and additional holiday pay (equivalent to 3.6%).

(f) 3% increase on 1/1/07 and Ranks except the beginning Police Officer rank (2 year probationary period) receives one grade increase of 4.5% on 7/1/06.

(g) 3% increase on 7/1/06 and Ranks of Lieutenant and above receive on grade increase of 4.5%. Also, add 21 year longevity step increase.

(h) 2.5% increase on 7/1/07 & one grade increase. Also added 17 & 22 year longevity step increases.

(i) All Fire positions were reclassified with a 13 & 17 year longevity added.

**FAIRFAX COUNTY GOVERNMENT**  
(Compensation not subject to collective bargaining)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Police</b>											
Increment (a)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes(i)	No
General adjustment (COLA)	2.56%	2.98%	3.07%	4.25%	2.92%	2.96%	-	-	-	-	-
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment	2.56%	2.98%	3.07%	4.25%	2.92%	2.96%	-	-	-	-	-
Other: Market rate adjustment	(c)	-	-	(g)	-	-	-	-	-	2.18%	-
<b>Firefighters</b>											
Increment (a)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes(i)	No
General adjustment (COLA)	2.56%	7.25%	3.07%	4.25%	2.92%	2.96%	-	-	-	-	-
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment	2.56%	7.25%	3.07%	4.25%	2.92%	2.96%	-	-	-	-	-
Other: Market rate adjustment	(c)	(d)	-	2.0%(g)	-	-	-	-	-	2.18%	-
<b>Other Employees</b>											
Increment (a)	No	No	No	No	No	No	No	No	No	2.5%(j)	No
General adjustment (COLA)	-	-	-	-	-	-	-	-	-	-	-
Lump-sum payment	-	(e)	(e)	-	-	-	-	-	-	-	-
Top of range adjustment	2.56%(b)	2.98%(b)	3.07%(b)	4.25%	2.92%	2.96%	-	-	-	-	-
Other: Market rate adjustment	-	(f)	-	(g)	(h)	-	-	-	-	2.18%	-

- (a) Approximately 40% of all County employees are eligible for merit increment annually due to 2-3 year hold; effective from FY2002, general (non-public safety) no longer has steps in grades.
- (b) Effective July 1, 2001, general county employees at the top of their scale will be eligible for performance based bonus from 2% to 7% based on performance at .5% increments: 2.0%, 2.5%, 3.0%, etc.
- (c) Shift Differential Increases effective FY2004: Police: \$.65 evening shift, \$.90 night shift; Fire: \$.7275 all shifts; General County Employees: \$.65 evening shift, \$.90 night shift.
- (d) Increases were effective as: 2.5% July 2004, 2.5% January 2005, 2.25% April 2005.
- (e) Lump sum increases provided to those employees who are at the top of their salary ranges and who achieve a certain level of performance rating.
- (f) Average performance rating increase – 4.2%
- (g) Market rate adjustment of 4.25% for all. In addition, Fire receives an additional 2%.
- (h) Market rate adjustment of 2.92% - structure adjustment only for general employees.
- (i) Beginning on pay period 14.
- (j) Does not take effect until January 2013.

**FREDERICK COUNTY GOVERNMENT**  
**(Compensation not subject to collective bargaining)**

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Police (Subject to Collective Bargaining)</b>											
Increment	Yes(b)	No	Yes(b)	Yes(b)	(d)	(d)	(f)	(f)	(f)	Yes(j)	TBD
General adjustment (COLA)	2.0%	(a)	3.0%	2.0%	(d)	(d)	(f)	(f)	(f)	1.0%	
Lump-sum payment	-	(c)	(c)	(c)	(d)	(d)	(f)	(f)	(f)	(j)	
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	
<b>Fire</b>											
Increment	Yes(b)	No	Yes(b)	Yes(b)	Yes(b)	Yes(b)	No	(i)	(i)	Yes(j)	TBD
General adjustment (COLA)	2.0%	(a)	3.0%	2.0%	2.0%(g)	2.0%	No(h)	(i)	(i)	1.0%	
Lump-sum payment	-	(c)	(c)	(c)	(c)	(e)	No	(i)	(i)	(j)	
Top of range adjustment	-	-	-	-	-	-	-	(i)	(i)	-	
<b>Other Employees</b>											
Increment	Yes(b)	No	Yes(b)	Yes(b)	Yes(b)	Yes(b)	No	No	No	Yes(b)	TBD
General adjustment (COLA)	2.0%	(a)	3.0%	2.0%	2.0%(g)	2.0%	No(h)	No(h)	No(h)	1.0%	
Lump-sum payment	-	(c)	(c)	(c)	(c)	(e)	No	No	No	No	
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	

- (a) All employees received a 1.5% COLA, plus full-time employees received a \$400 COLA, part-time employees received a \$200 COLA.
- (b) Step increases have been replaced by merit raises, which are calculated at 3.5% of the midpoint of the grade range.
- (c) Pay for performance, based on a performance evaluation, was received in FY 2005 and is budgeted for in FY 2006. This consists of a lump sum bonus of \$500 - \$1,200 for employees determined to be exceeding the base requirements of their positions.
- (d) For FY 2008 & FY 2009, sworn law enforcement officers and correctional positions on pay scale based on collective bargaining. There were no adjustments for FY 2010 or 2011.
- (e) For FY 2009, Employees earning \$35,000 and below received an additional \$500.
- (f) See (d).
- (g) All employees received a 2.0% COLA, plus full-time employees received a \$400 fixed COLA, part-time employees received a \$200 fixed COLA.
- (h) Reverse COLA and furloughs may be considered as budget balancing options.
- (i) For FY 2012, collective bargaining with fire/rescue positions has begun and is still under negotiation. No increase agreed to in FY 2011.
- (j) For FY 2013, collective bargaining with fire/rescue & police positions is still under negotiation. The Recommended budget includes a One Step increase (not cumulative) based on years of service and a 1% COLA adjustment.

Please note that each year, on a three year cycle, one or more employee groups are evaluated for reclassification of their pay scales for market adjustments. Not all positions within a group are adjusted; it depends upon the market for each position. \* For FY 2010, and again for FY 2011 and 2012, the BOCC voted to delay this, at least one year.

\*\*For FY 2013, funds are budgeted for the Exempt group of employees to possibly receive a reclassification which will be funded for only half of the fiscal year.

**HOWARD COUNTY GOVERNMENT**  
**(Compensation subject to collective bargaining)**

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Police</b>											
Increment	3.5%	3.5 %	3.5 %	3.5 %	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	TBD
General adjustment (COLA)	(a)	(b)	3%(c)	3%(e)	5.0%	5.0%	-	-	2.0% (j)	2.0% (j)	
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	
Top of range adjustment	-	-	-	-	-	(h)	-	-	-	(k)	
<b>Firefighters</b>											
Increment	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	TBD
General adjustment (COLA)	(a)	(b)	(d)	(f)	6.0%	6.0%	6.0%	6.0%	-	-	
Lump-sum payment	-	-	-	-	\$250	\$250	\$250	\$250	\$250	\$250	
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	
<b>General Schedule</b>											
Increment	3.05%	3.05%	3.05%	3.05%	3.05	3.05%	3.05%	3.05%	3.05%	3.05%	TBD
General adjustment (COLA)	(a)	(b)	3%(c)	3.0%(e)	3.0%	(i)	-	-	-	-	
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	
Top of range adjustment	-	-	-	(g)	-	-	-	-	-	-	
<b>Others (Service/Labor/Trades)</b>											
Increment	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	Not Available	TBD
General adjustment (COLA)	(a)	(b)	3%(c)	3%(e)	3.0%	3.0%	-	-	1.0%	-	
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	

- (a) 2% effective July, 2003 and 2% effective May, 2004.  
(b) 2% effective July, 2004 and 1% effective June, 2005.  
(c) Effective July, 2005.  
(d) 3% effective July, 2005 and 1% effective January, 2006.  
(e) Effective July, 2006.  
(f) 3% effective July, 2006, and 1% effective January, 2007.  
(g) 3 (2 year) steps added to top of range.  
(h) 3.25% longevity to be added on 7/1/08 for Sergeants & 1/1/09 for Police Union.  
(i) To be announced 4/22/08.  
(j) 2% adjustment effective January 1 of the fiscal year (6mos.)  
(k) 3.25% longevity to be added on 7/1/12 for Sergeants & for Police Union.

**PRINCE GEORGE'S COUNTY GOVERNMENT**  
(Compensation subject to collective bargaining)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Police (sworn)</b>											
Increment	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a) (k)	3.5%(a)(k)	3.5%(a) (k)	3.5%(a)(k)	Pending negotiations, ratification and council approval.
General adjustment (COLA)	2.0%	2.0%(c)	3.0%	3.0%	2.5%	3.0%	-	-	-	-	
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	
Top of range adjustment	-	-	2.5-3.5%	2.5-3.5%	-	-	-	-	-	-	
<b>Fire (sworn)</b>											
Increment	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	(h)	(h)	-	-	Pending negotiations, ratification and council approval.
General adjustment (COLA)	2.0%(b)	2.0%(c)	3.0%	3.0%	2.5%	2.5%	-	-	-	-	
Lump-sum payment	\$1,035	\$1,070	\$1,070(f)	\$1,070(f)	-	-	-	-	(i)	(i)	
Top of range adjustment	-	-	2.5%	2.5%	-	-	-	-	-	-	
<b>General Schedule</b>											
Increment	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	(h)	(h)	-	-	Pending outcome of information from the finalization of union negotiations.
General adjustment (COLA)	1.5%	1.5%	2.5%	2.5%	2.5%	2.5%	-	-	-	-	
Lump-sum payment	-	-	-	-	-	(h)	-	-	(i)	(i)	
Top of range adjustment	-	-	-	-	(g)	-	-	-	-	-	
<b>Others</b>											
Increment	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	3.5%(a)	(h)	(h)	-	-	Pending ratification, and/or negotiations and council approval.
General adjustment (COLA)	2-3%(d)	2-3.0%(d)	2.5-3%	2.5-3%	2.5%	2.5%	-	-	-	-	
Lump-sum payment	-	-	\$0-\$1,200	\$0-\$1,250	-	-	-	-	(i)	(i)	
Top of range adjustment	-	-	2.5-3.5%	2.5-3.5%	(g)	-	-	-	-	-	

- (a) As a general rule, merit increases are valued at 3.5%. In some pay scales, steps may be valued at 2.5% or 3.0%. For fire sworn unit members, special provisions may apply.
- (b) Total amount: Will be phased in: 1.0% effective 7/1/03; 1.0% effective 2/1/04.
- (c) Total amount: Will be phased in: 1.0% effective 7/1/04; 1.0% effective 2/1/05.
- (d) Various groups will receive COLA's in the range of 2-3%. These COLA's will be phased in: 1.0% effective 7/1/04; 1.0% effective 1/1/05; 1.0% effective 4/1/05.
- (e) COLA is issued 7/10/04.
- (f) Clothing allowance is paid in one installment in July of each fiscal year. Other major lump-sum pay include FTO (Field Training Officer) compensation (\$750 per year); Training Certification Pay (\$25 to \$100 per pay period for FY06 and \$45 to \$120 per pay period for FY07, with hiring date of 1/1/1999 as the dividing date); Technical Rescue Team (up to \$4,050 per year with \$1,350 for each specialty discipline); County certified paramedics (\$1,040 per year) for serving as FTO for 1,440 hours during a fiscal year (pay will be pro-rated if hours are below or above 1,440 hours); Fire Investigator qualified by the Maryland State Police Training Commission (\$1,350 per year) with 54 hours of training. Other major special duty pay include but not limited to: (1) Bomb Technicians or Paramedics are compensated at a rate 9% per hour above their regular base pay, with Fire Fighters/Paramedics who are certified as EMT-P receiving an additional 2% base pay increase; (2) effectively July 1, 2006, employees hired on or after 3/29/1999 who are County certified EMT-Paramedics are compensated at the rate of 10% above their regular base pay.
- (g) In FY08, General Schedule employees' minimum rate was increased by 6% and maximum pay rates were increased by 17%. In FY09, the maximum rate for DSA Civilian and IAFF Civilian was increased by 3.5%. In FY08 and FY09, the max step for PGOA Civilian was increased by 3.5% each year; this was in addition to increases in max step that occurred because of COLAs.

- (h) Employees did not receive COLAs or merits in FY10 or FY11. Employees were furloughed eighty (80) hours in FY09 and FY10.
- (i) For FY12 a one-time bonus payment of \$1,000 and, for FY13, a bonus payment of \$1,250 was offered to union employees and provided for non-union employees. The legislation pertaining to General Schedule employees has been approved by County Council.
- (j) The following groups have ratified their contracts but the legislation has not been finally approved and/or submitted to Council: IAFF Sworn and Civilian, DSA Sworn and Civilian, PCEA and AFSCME (all five locals). These contracts include the same bonuses (\$1,000 in FY12 and \$1,250 in FY13) as the General Schedule employees. Arbitration is pending with FOP. There were also slight increases in some certification and allowance pay for some employees.
- (k) In FY13, sworn police officers received merit increases for FY10, FY11, FY12 and FY13 based on interest arbitration between the Fraternal Order of Police and the County. The decision was rendered in September 2012 and there were no retroactive payments.



**ALEXANDRIA CITY PUBLIC SCHOOLS**  
(Compensation not subject to collective bargaining)

**REC**

	<b>FY04</b>	<b>FY05</b>	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>	<b>FY10</b>	<b>FY11</b>	<b>FY12(h)</b>	<b>FY13 (i)</b>	<b>FY14(k)</b>
<b>Teachers</b>											
Increment (a)	Yes(b)	Yes	Yes	Yes(e)	Yes	Yes	½-year	½-year	Yes	-	-
General adjustment (COLA)	2.0%	2.0%	2.0%	2.0%	1.5%	-	-	-	-	7.2%(j)	2.0%
Lump-sum payment	-	-	-	-	-	\$500	-	-	-	-	-
Top of range adjustment	-	-	-	-	-	2.0%(f)	2% ½-year(f)	-	2.0%(g)	-	-
<b>Administrative and Supervisory Personnel</b>											
Increment (a)	Yes(c)	Yes	Yes	Yes	Yes	Yes	½-year	½-year	Yes	-	-
General adjustment (COLA)	2.0%	2.0%	2.0%	2.0%	1.5%	-	-	-	-	7.2%(j)	2.0%
Lump-sum payment	-	-	-	-	-	\$500	-	-	-	-	-
Other	-	-	-	-	-	2.0%(f)	2% ½-year(f)	-	2.0%(g)	-	-
<b>Supporting Services Employees</b>											
Increment (a)	Yes	Yes(d)	Yes	Yes	Yes	Yes	½-year	½-year	Yes	-	-
General adjustment (COLA)	2.0%	2.0%	2.0%	2.0%	1.5%	-	-	-	-	7.2%(j)	2.0%
Lump-sum payment	-	-	-	-	-	\$500	-	-	-	-	-
Top of range adjustment	-	-	-	-	-	2.0%(f)	2% ½-year(f)	-	2.0%(g)	-	-

- (a) Each salary scale has a different increment adjustment; 2.75% is the weighted average for the school system.
- (b) Institution of a new Single Lane Salary Scale with premiums for a Masters Degree or Masters Degree +30. In FY05, the salary scale returned to three lanes.
- (c) The FY 2004 budget included a realignment of the administrative salary scales.
- (d) The FY 2005 budget included a realignment of the support staff salary scales.
- (e) The FY 2006 budget included a realignment of the teacher salary scales.
- (f) The 2.0% adjustment is a longevity adjustment; an employee must be topped out for two years to receive this adjustment.
- (g) In addition to the current longevity step introduced in FY 2009, a second longevity step is added for FY 2012 for employees who have been on the original longevity step for two years. It represents an average of a 2.0% increase.
- (h) The FY 2012 budget includes an adjustment to the teacher and selected support salary scales as a result of additional time added to the contract year for school-based employees.
- (i) The FY 2013 budget rolls back the additional time added to the contract year for teachers and replaces it with an additional three contract days. Adjustments were also made to selected support salary scales.
- (j) The FY 2013 budget includes a 7.2% market rate adjustment for all eligible employees to offset increased employee contributions to the Virginia Retirement System (VRS).
- (k) In addition to a 2.0% market rate adjustment, the FY 2014 proposed budget recommends adjustments to specific support staff salary scales. These specific adjustments will be finalized as part of the FY 2014 final budget.

**ANNE ARUNDEL COUNTY PUBLIC SCHOOLS**  
**(Compensation subject to collective bargaining)**

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Teachers</b>											
Increment	-	-	-	-	-	-	0.0%	0.0%	0.0%	0.0%	TBD
General adjustment (COLA)	1.0%	3.0%	4.0%	6.0%	6.0%	5.0%	-	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	1.25%	0.0%	0.0%	0.0%	
Top of range adjustment	-	-	-	(a)	(a)	-	-	0.0%	0.0%	0.0%	
<b>Administration</b>											
Increment	-	-	-	-	2.0%	2.0%	0.0%	0.0%	0.0%	0.0%	TBD
General adjustment (COLA)	1.0%	2.0%	3.0%	6.0%	6.0%	6.0%	1.0%	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-	0.0%	0.0%	0.0%	
Top of range adjustment	-	-	-	-	(b)	(d)	(e)	0.0%	0.0%	0.0%	
<b>AFSCME</b>											
Increment	-	-	-	-	-	-	-	0.0%	0.0%	0.0%	TBD
General adjustment (COLA)	1.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-	0.0%	0.0%	0.0%	
Top of range adjustment	-	-	-	-	(c)	-	-	0.0%	0.0%	0.0%	
<b>Secretaries and Teachers Assistants</b>											
Increment	-	-	-	-	-	-	-	0.0%	0.0%	0.0%	TBD
General adjustment (COLA)	1.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	0.0%	0.0%	0.0%	
Lump-sum payment	-	-	-	-	-	-	-	0.0%	0.0%	0.0%	
Top of range adjustment	-	-	-	-	(c)	-	-	0.0%	0.0%	0.0%	

- (a) Longevity Scales compacted.
- (b) Add step 36 & 37
- (c) Steps 1-25 inclusive. No longevity steps.
- (d) Add step 38.
- (e) Add step 39.

NOTE: Beginning in FY2008 a performance bonus may be included for those in the Administration bargaining unit.

**ARLINGTON COUNTY PUBLIC SCHOOLS**  
**(Compensation not subject to collective bargaining)**

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14(i)
<b>Teachers</b>											
Increment	Yes	Yes	No	Yes	Yes	Yes	Yes()	No	Yes(h)	No	Yes
General adjustment (COLA)	2.0%	2.0%	8.1%	3.0%	2.0%	2.2%	-	-	-	2.68%	-
Lump-sum payment	(a)	(d)	(e)	-	-	(g)	-	-	-	-	-
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	-
<b>Administrative and Supervisory Personnel</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	Yes()	No	Yes(h)	No	Yes
General adjustment (COLA)	2.0%	2.0%	3.0%	-	2.0%	2.2%	-	-	-	2.68%	-
Lump-sum payment	(a)	(d)	(e)	-	-	(g)	-	-	-	-	-
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	-
<b>Supporting Services Employees</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	Yes()	No	Yes(h)	No	Yes
General adjustment (COLA)	2.0%	2.0%	3.0%	3.0%	2.0%(f)	2.2%	-	-	-	2.68%	-
Lump-sum payment	(b)(c)	(d)	(e)	-	-	(g)	-	-	-	-	-
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	-

- (a) Effective January 1, 2004, the school system will pay the full 5.0% employees contribution to the Virginia Retirement System.
- (b) In addition to the 2.0% COLA, the support service salary schedule will be increased by an additional 4.0%.
- (c) The school system will adopt a "living wage" for school system employees. Employees hired at steps of the pay plan that are less than the approved "living wage" will have their hourly rates adjusted. The amount of the living wage was set at \$10.98 per hour.
- (d) Effective July 1, 2004, school system will match \$390.00 or 1.0% of base pay (whichever is higher) of employees' contributions to tax sheltered annuities.
- (e) Effective July 1, 2005, school system will match up to 2.25% of base pay of employees' contributions to tax sheltered annuities for employees with 24 or more years of service with the school system and who are not covered by the local supplemental defined benefit retirement system.
- (f) 3/07 - APS is currently conducting a salary survey study that may affect base pay rates for certain support staff positions.
- (g) Proposed .6% increase in 403(a) match totaling 2.3%.
- (h) A \$1,000 one-time payment is recommended for employees ineligible to receive the increment because they are at top of range or on longevity steps.
- (i) Dependent on School Board approval.

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
(Compensation subject to collective bargaining)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Teachers</b>											
Increment	1.8%	1.7%	1.7%	1.7%	-	1.5%	1.57%	2.03%	2.03%	2.05%	1.82%
General adjustment (COLA)	5.0%	-	4.0%	5.0%	4.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment (Mid-yr)	-	-	-	-	-	-	1.76%	1.76%	-	-	-
Other	-	(c)	-	-	-	-	-	-	-	-	-
<b>School Based Administrators</b>											
Increment	0.13%	1.9%	1.8%	1.9%	-	2.0%	1.91%	2.0%	1.92%	1.88%	1.87%
General adjustment (COLA)	3.0%	-	3.0%	4.0%	4.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment (Mid-yr)	-	-	-	-	-	-	1.23%	1.23%	-	-	-
Other	-	(c)	-	-	-	-	-	-	-	-	-
<b>Non-School Based Administrators</b>											
Increment	1.7%	1.3%	1.8%	1.2%	-	2.0%	1.91%	2.0%	1.92%	1.88%	1.97%
General adjustment (COLA)	3.0%	-	3.0%	4.0%	4.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment (Mid-yr)	-	-	-	-	-	-	1.23%	1.23%	-	-	-
Other	(a)	(c)	-	(d)	-	-	-	-	-	-	-
<b>Support Staff</b>											
Increment	1.7%	1.6%	1.6%	1.7%	-	2.5-3.0%	2.25-2.42% (g)	4.27-4.52%	2.48-2.91%	2.39-2.50%	2.25-4.57%
General adjustment (COLA)	3.0%	-	3.0%	4.0%	4.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment (Mid-yr)	(b)	(c)	-	-	-	(e)	0.95-1.06%(f)	0.95-1.06% (g)	(h)	(i)	(j)

- (a) Restructuring non-school based administrators - \$400,000.
- (b) A two-year phase-in of reclassifications for bus drivers and grounds men - \$600,000, and school-based clericals - \$550,000.
- (c) 4.0% compensation restructuring.
- (d) Executive Cabinet proposed at 5%.
- (e) Transportation and maintenance (2.50%); paras and clericals (3.0%)
- (f) Transportation and maintenance (2.25%); paras and clericals (2.42%)
- (g) Transportation and maintenance (4.27%); paras and clericals (4.52%)
- (h) Transportation and maintenance (2.91%); paras and clericals (2.48%)
- (i) Transportation and maintenance (2.39%); paras and clericals (2.50%)
- (j) Transportation and maintenance (2.25%); paras and clericals (4.57%)

**FAIRFAX COUNTY PUBLIC SCHOOLS**  
(Compensation not subject to collective bargaining)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Teachers</b>										(e)	(f)
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	No
General adjustment (COLA)	2.0%	3.0%	3.0%	3.0%	2.0%	3.0%	0.0%	0.0%	1.0%	3.25%	4.0%
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	-
Other	1%(a)	Reduce contract 1 day	1.4%(c)	0.40%(d)	0.40%	-	-	-	-	-	-
<b>School Based Administrators</b>										(e)	(f)
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	No
General adjustment (COLA)	2.0%	2.0%	3.0%	3.0%	2.0%	3.0%	0.0%	0.0%	1.0%	3.25%	4.0%
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment	2.5%(b)	-	-	-	-	-	-	-	-	-	-
Other	-	Regrade principals	-	-	-	-	-	-	-	-	-
<b>Non-School Based Administrators</b>										(e)	(f)
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	No
General adjustment (COLA)	2.0%	2.0%	3.0%	3.0%	2.0%	3.0%	0.0%	0.0%	1.0%	3.25%	4.0%
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment	2.5%(b)	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
<b>Support Staff</b>										(e)	(f)
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	No
General adjustment (COLA)	2.0%	2.0%	3.0%	3.0%	2.0%	3.0%	0.0%	0.0%	1.0%	3.25%	4.0%
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment	2.5%(b)	-	-	-	-	-	-	-	-	-	-

(a) Two additional contract days added, equivalent to 1% increase.

(b) Additional step prior to longevity step added at 2.5%.

(c) Average additional 1.4% associated with raising entry hiring rate to \$40,000.

(d) 0.4% average increase for scale restructuring.

(e) 2.0% offset for VRS (of total 5%) employee contributions plus 1.25% market scale adjustment with no step increments.

(f) FY14 Proposed: Remaining 3% offset for VRS (of total 5%) plus 1.00 market scale adjustment with no step increments

**FREDERICK COUNTY PUBLIC SCHOOLS**  
**(Compensation subject to collective bargaining only for teachers and supporting services employees units)**

	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Teachers</b>													
Increment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	(n)	Yes (f)
General adjustment (COLA)	5.0%	1.5%	4.0%	(c)	3.0%	4.5%	4.5%	2.0%	None	None	None	None	-
Lump-sum payment	-	-	-	-	-	-	(g)(i)(j)	(i)	-	(k)	None	None	-
Top of range adjustment	-	-	-	-	-	-	(h)	-	-	-	None	-	-
Other	-	-	-	-	-	-	-	-	-	-	(m)	-	-
<b>Superintendents and Executive Directors</b>													
Increment	No	No	No	No	No	No	No	No	No	No	No	(o)	Yes (f)
General adjustment (COLA)	(a)	1.5%	6.0%	(d)	6.0%	8.0%	8.0%	5.5%	None	None	None	None	-
Lump-sum payment	(b)	(b)	(b)	-	-	-	(b)(j)	-	-	(k)	None	None	-
Other	-	-	-	-	-	-	-	-	-	-	(l)	-	-
<b>Administrative and Supervisory Personnel</b>													
Increment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	(o)	Yes (f)
General adjustment (COLA)	5.0%	1.5%	4.0%	(c)	3.0%	4.5%	4.5%	2.0%	None	None	None	None	-
Lump-sum payment	-	-	-	-	-	-	(j)	-	-	(k)	None	None	-
Other	-	-	-	-	-	-	-	-	-	-	(l)	-	-
<b>Supporting Services Employees</b>													
Increment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	(n)	Yes (f)
General adjustment (COLA)	4.0%	1.5%	4.0%	2.0%	3.0%(c)	4.4%(e)	4.5%	2.0%	None	None	None	None	-
Lump-sum payment	-	-	-	-	-	-	(j)	(j)	-	(k)	None	None	-
Other	-	-	-	-	-	-	-	-	-	-	(l)	-	-

(a) Superintendent will receive 5%; Executive Directors will receive 6%.

(b) Superintendent received lump sum payment in addition to the base salary.

(c) Pay scales revised.

(d) New Superintendent; Executive Directors received 4%.

(e) Support Employee negotiations created shift differentials for second and third shifts

(f) Proposed Budget – Pending the results of negotiations.

(g) Negotiations resulted in the following:

Stipend increased from \$1,000 to \$2,000 for teachers, guidance counselors and speech language pathologists who earn national certification.

Hourly rate for Workshop Attendees and Presenters increased to \$25 and \$35 respectively.

Hourly rate for Presenters of MSDE approved workshops and classes increased to \$49.

Activity Pay compensation rates increased 4.5%.

(h) 10-month teacher work year increased to 190 days.

(i) One time lump sum payments of \$3,000 were approved for teachers accepting positions in areas that the Board of Education has deemed “Critical Need”.

- (j) Lump sum payments of \$500 approved for benefited employees who are employed for the entire year and use less than 3 days of sick leave. The payment will occur in November of following fiscal year.
- (k) FY 2011 and FY 2012 Proposed includes no salary increases and eliminated (i) & (j), continues the suspension of the Annual Leave Buyback option, and reduced the Pre-service Teacher Training.
- (l) FY 2012 includes no STEP or COLA increase but reinstates the Annual Leave Buyback option.
- (m) FY 2012 provides a one-time 1.5% salary increase paid out over the entire year.
- (n) FY 2013 provides a STEP Increment and a one day furlough for Teachers and Support staff. The increment takes effect in October and the furlough will occur in June.
- (o) FY 2013 provides a STEP Increment in December for Superintendents, Directors, and AMT (Administrative, Management, Technical) staff. The increment takes effect December 1, 2012 and the no furlough will be required.



**HOWARD COUNTY PUBLIC SCHOOLS**  
(Compensation subject to collective bargaining)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Teachers</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes(f) 0.0%	TBD	
General adjustment (COLA)	4.0%	6.0%	3.0%	3.5%	5.0%	5.0%	1.2%	0.0%	-		
Lump-sum payment	-	-	-	-	-	-	-	-	-		
Top of range adjustment	-	-	-	-	-	-	-	-	(i)		
Other	-	-	-	-	-	-	-	\$500(e)			
<b>Principals</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes(g) 0.0%	TBD	
General adjustment (COLA)	4.0%	6.0%	3.0%	3.5%	5.0%	4.75%	1.2%	0.0%	-		
Lump-sum payment	-	-	-	-	-	-	-	-	-		
Top of range adjustment	-	-	-	-	-	-	-	\$500	-		
Other	-	-	-	-	-	-	-	-	-		
<b>Admin/Mgmt/Tech</b>											
Increment	Yes	Yes	Yes	Yes	No	No	No	No	No	TBD	
General adjustment (COLA)	6.0%	6.0%	3.0%	3.5%	5.0%	5.0%	1.2%(a)	0.0%	1.0%(h)		
Lump-sum payment	-	-	-	-	-	-	-	-	-		
Top of range adjustment	-	-	-	-	-	-	-	-	-		
Other	-	-	-	-	-	-	-	\$500(c)	-		
<b>Educational Support</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes(f) 0.0%	TBD	
General adjustment (COLA)	4.0%	6.0%	3.0%	3.5%	5.0%	5.0%	1.2%(b)	0.0%	-		
Lump-sum payment	Lower steps received larger amounts	Lower steps received larger amounts	-	-	-	-	-	-	-		
Top of range adjustment	-	-	-	-	-	-	-	\$500(d)	\$500(d)		
Other	-	-	-	-	-	-	-	-	-		
<b>AFSCME</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes(f) 0.0%	TBD	
General adjustment (COLA)	4.0%	6.0%	3.0%	3.5%	5.0%	5.0%	1.2%	0.0%	-		
Lump-sum payment	-	-	-	-	-	-	-	-	-		
Top of range adjustment	-	-	-	-	-	-	-	\$500(d)	\$500(d)		
Other	-	-	-	-	-	-	-	-	-		

- (a) Value of 1.2% divided equally among eligible staff.  
 (b) Adjustments to scale(s) equate to 1.2%.  
 (c) Most Amt staff received fixed dollar increase; top of table received no increase.  
 (d) Hourly equivalent of \$500/year.  
 (e) Fixed increase for all increment-ineligible staff.  
 (f) Half increment in FY 2012; other half delayed until FY 2013  
 (g) Half increment taken as \$1,200 increase for each FTE; other half increment delayed until FY 2013  
 (h) Value of 1.0% divided equally among eligible staff  
 (i) Small improvements to steps 1-3.

**PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS**  
(Compensation subject to collective bargaining)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>Teachers</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	3.0%(g)	(i)
General adjustment (COLA)	2.0%(a)	2.0%(b)	3.0%	5.0%	5.0%	3.0%(f)	-	-	-	-	
Lump-sum payment	-	-	-	-	-	-	-	-	0.5%	(g)	
Top of range adjustment	-	-	-	-	-	-	-	-	-	(g)	
<b>Principals and Supervisors</b>											
Increment	Yes	Yes	Yes	Yes	Yes(e)	Yes	No	No	No	(h)	(i)
General adjustment (COLA)	2.0%(a)	2.0%(b)	3.0%	5.0%	5.0%	3.0%(f)	-	-	-	-	
Lump-sum payment	-	-	-	-	-	-	-	-	0.5%	-	
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	
<b>General Support Staff</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	Yes
General adjustment (COLA)	2.0%(a)	2.0%(b)	3.0%	5.0%	5.0%	3.0%(f)	-	-	-	-	-
Lump-sum payment	-	-	-	-	-	-	-	-	0.5%	2.0%	-
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	-
<b>Other Support Staff (Custodians)</b>											
Increment	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	(i)
General adjustment (COLA)	2.0%(a)	3.0%(b)	3.0%(c)	5.0%	5.0%	3.0%(f)	-	-	-	-	
Lump-sum payment	-	-	-	-	-	-	-	-	0.5%	2.0%	
Top of range adjustment	-	-	-	-	-	-	-	-	-	-	

(a) Retrospective to 10-18-03 increment July 1, 2003.

(b) 2% effective 7-1-04; additional 1% effective 1-8-05

(c) 2% effective 7-1-05; additional 1% effective 1-6-06.

(d) 3% effective 7/2006; additional 1% effective 1/2007.

(e) Principals received 2 steps.

(f) 1% effective 7/1/2008; additional 1% effective 11/28/2008; additional 1% effective 5/23/2009.

(g) 2% one time payout for employees at top of scale; elimination of prov. scale and step 1; 10% for athletic directors; 3% step, excluding new hires.

(h) 2% one time payout for employees at top of scale or step increase.

(i) In negotiations.

**STATE OF MARYLAND**  
**(Compensation subject to collective bargaining)**

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	REC FY14
<b>All Employees</b>											
Increment	(a)	Yes	Yes	Yes	Yes	Yes	(e)	(f)	(g)	(i)	Yes(k)
General adjustment (COLA)	(a)	\$752	1.5%	2.0%(b)	2.0%	2.0%	-	-	-	2.0(j)	3.0%(l)
Lump-sum payment	(a)	-	-	Yes(c)	-	-	-	-	Yes(h)	-	
Top of range adjustment	(a)	-	-	Yes(d)	-	-	-	-	-	-	

- (a) No salary enhancements were budgeted in FY04. The only enhancement allowed - if agency budgets can accommodate - is a reclassification (promotion).
- (b) General salary increases will be \$900 for employees making a base salary of less than a \$45,000 per year on an annualized basis, \$1,400 for employees making a base salary more than \$70,000 per year on an annualized basis, and 2 percent for the rest of the workforce. Approximately 87 percent of the workforce will receive 2 percent or more.
- (c) Performance bonuses for Correctional Officer II, Sergeant, Lieutenant, Captain, and Major positions (\$500) in the Division of Correction and for nurses in the Department of Health and Mental Hygiene (\$3,000) are newly funded in fiscal 2007. These bonuses are awarded for fewer than 5 unscheduled absences over a 12-month period.
- (d) Two steps have been added to the top of the standard salary schedule and one step has been added to the physicians' salary schedule.
- (e) The Budget Reconciliation and Financing Act of 2009 (HB101/SB166) prohibited all State employees from receiving any performance bonuses, merit increments, or cost-of-living adjustments. A furlough was enacted in August 2009 reducing average employee salaries by 2.6%.
- (f) The Budget Reconciliation and Financing Act of 2010 (SB141/HB151) language again prohibits State employees from receiving performance bonuses, merit increments, or cost-of-living adjustments. The FY 2011 budget bill (SB140/HB 150) also includes a 10-day furlough modeled on the FY 2010 plan.
- (g) The Budget Reconciliation and Financing Act of 2011 (HB 72/SB 87) language prohibits State employees from receiving merit increments through April 1, 2014. However, an exemption is provided for staff deemed "operationally critical," and reporting on exempted staff is required.
- (h) A one-time \$750 employee bonus payment will be made to all employees not in bargaining units that received alternative salary adjustments. The bonus funds, which will only be made to employees in State service prior to July 1, 2011, will be spread across the 26 pay periods of fiscal 2012.
- (i) The provision from the Budget Reconciliation and Financing Act of 2011 (HB 72/SB 87) prohibiting State employees from receiving merit increments through April 1, 2014 stayed in force and the exemption for staff deemed "operationally critical" expired.
- (j) Effective January 1, 2013.
- (k) Increments are funded effective April 1, 2014. Exemptions are provided for retention of faculty, operationally critical staff, and to fund transit collective bargaining agreements.
- (l) Effective January 1, 2014.

**FEDERAL GOVERNMENT (a)**  
**(Compensation not subject to collective bargaining)**

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11(g)	FY12	FY13	REC FY14
<b>All Employees</b>											
Increment	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)	1.5%(d)(e)
General adjustment (f)	2.7%	2.5%	2.1%	1.7%	2.5%	2.9%	1.5%	0%(g)	0.0%(g)	0.5%(h)	1.0%(h)
Lump-sum payment	-	-	-	-	-	-	-	-	-	-	-
Top of range adjustment	Same	Same	Same	Same	Same	Same	Same	Same	Same	Same	Same
Locality pay (b)	4.42%(c)	3.71%(c)	3.44%(c)	2.64%(c)	4.49%(c)	4.78%	2.42%	0.0%	0.0%	0.5% (h)	1.0% (i)

(a) For federal employees in the Washington Baltimore locality pay area. Data reflect the federal fiscal year.

(b) Locality pay instituted in FY94.

(c) This is the **cumulative** figure that includes both general adjustments and increases in locality pay.

(d) 1.5% is a rough estimate of the average annual value of General Schedule within grade and quality step increases as a percentage of payroll. The actual average can vary year to year. Some estimation methods indicate the multi-year average may be closer to 1.3%.

(e) Increments awarded annually for advancement to steps 2-4, awarded every 2 years for steps 5-7, and awarded every three years for steps 8-10. Eighteen years to advance from minimum step 1 to maximum step 10.

(f) The federal government uses a cost of labor standard to determine the general adjustment rather than a cost of living standard. This adjustment is not referred to as the COLA.

(g) Congress enacted and the President signed a freeze on federal pay increases affecting increases scheduled for January 2011 and January 2012. Step increases under (d) and (e) are not affected by the pay freeze.

(h) The President proposed a 0.5% overall pay increase in FY13. The increase has not yet been approved or allocated by locality pay area and may be canceled.

(i) The President's FY14 budget includes a 1.0% pay increase for civilian employees in FY14.